

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL
DECEMBER 10, 2010 MEETING SUMMARY**

I. Introductions and Opening Remarks

Audrey Taylor provided opening remarks. COUNCIL members introduced themselves.

In Attendance Were:

Audrey Taylor
Steve Barrow
Cindy Beck for State Superintendent of Public Instruction Jack O'Connell
Gail Blanchard-Saiger for Cathy Martin
John Blossom, M.D.
Saba Brelvi
Diane Factor
Katherine Flores, M.D.
Peter Hansel for Senator Ed Hernandez
Cindy Kanemoto for Director Brian Stiger
Cathy Martin
Stephen W. Mayberg
Jose Millan for Chancellor Jack Scott
Cathryn L. Nation, M.D. for John D. Stobo, M.D.
Martin Radosevich for Assemblymember Bill Monning
Tim Rainey
Bob Redlo
Caryn Rizell
Chad Silva
Abby Snay
Kathleen Velazquez
Sid Voorakkara

Not in Attendance were:

Andrea Baker
Cathy Frey

II. Chair/Executive Director Update

Jamil Dada, Acting Chair of the California Workforce Investment Board (State Board), and the Chair of the Board of the National Association of Workforce Boards, provided an update of activities in Washington, D.C., regarding the reauthorization of the Workforce Investment Act.

Audrey Taylor reminded the Council of its short-term purpose of aiding the successful completion of the deliverables required by the federal Health Workforce Development Planning Grant (Planning Grant) issued by the Health Resources and Services and

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL
DECEMBER 10, 2010 MEETING SUMMARY**

Administration (HRSA). Taylor explained to the Council that completion dates for the majority of Planning Grant deliverables had been moved to the end of March 2011 because it is expected that HRSA will issue a solicitation for the Health Workforce Development Implementation Grant in either the spring or summer of 2011. To be competitive for a implementation grant, applicants must have completed a significant portion of their planning grant activities.

State Board Executive Director Barbara Halsey updated the Council on the activities of the Governor's Healthcare Reform Implementation Taskforce. The State Board and the Office of Statewide Health Planning and Development (OSHPD) developed a transition document for the incoming administration. Barbara Halsey informed the Council of a recent meeting of the National Governors Association with grantees of American Recovery and Reinvestment Act funds.

III. Action Item: Approval of October 5, 2010 Meeting Minutes

Audrey Taylor asked for approval of the minutes of the October 5, 2010 Health Workforce Development Council meeting. Minutes were approved.

IV. Remarks from the California Members of the National Health Workforce Commission

Council member Dr. Katherine Flores, MD and Steven Zatzkin, J.D. are the Californians serving on the National Health Workforce Commission (Commission). Dr. Flores briefed the Council on the Commission's purpose and tasks. Tasks include the preparation of an Annual Report to Congress and the Administration on the Council's current activities and recommendations. The Commission's Annual Report will also report on the progress of states that received HRSA workforce development grants. Mr. Zatzkin informed the Council that the Commission has not formally met and will not meet until funding is appropriated. Members of the Commission were also advised by the Government Accounting Office that members should not speculate on the work until the Commission formally meets.

V. Discussion: Federal Health Workforce Development Planning Grant

The intent of this discussion was to aid the Council in understanding the scope of work and timeframes for the Planning Grant. Based on HRSA technical assistance calls, recipients of the Planning Grant must complete the bulk of the deliverables by the spring of 2011 in order to be a viable applicant for an implementation grant. A list of deliverables along with expected completion dates were submitted to HRSA. Barbara Halsey talked the Council through a workplan for the Health Workforce Planning Grant, which identified target completion dates for activities, completion dates for activities that were already completed, entities responsible for each deliverable, and areas in which the Council could be of assistance.

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL
DECEMBER 10, 2010 MEETING SUMMARY**

Council members asked how the Planning Grant work relates to regional convenings and to work completed by organizations represented on the Council and other entities. It was suggested that staff produce a visual aid that shows decisions that need to be made, whether the Council will be identifying recommendations, and a clarification of final products. Council members also suggested other activities that could be a part of the workplan including focusing the legislature on the issues, a focus on high-demand areas including in-home support services and long-term care, the use of apprenticeships, and reimbursement rates for providers. Council members sought clarification on whether or not scope of practice issues will be discussed, if there would be an emphasis on cultural and linguistic competencies, and the amount of funding that could be available from an implementation grant and from other resources.

VI. Update on Health Services Definitions and Health Workforce Analysis/Research Findings.

Dr. David Carlisle, Director, Office of Statewide Health Planning and Development (OSHPD) gave a presentation on health workforce definitions in the areas of primary care and allied health including mental health, oral health, health information technology (health IT), and public health. Council members asked questions and expressed concerns with some of these definitions including the need for a clearer definition of health IT and the role of medical homes. Council concerns included defining the term primary care too broadly and not having a clear metric on how many primary care providers practice in California. The Council then discussed whether it should focus its activities on primary care or other areas. Dr. Carlisle said that workforce definitions could be revisited at future meetings along with a discussion on how to harness those definitions.

Avi Bhorik, Research Assistant, OSHPD, presented a summary of health workforce analysis research. OSHPD's research shows that data is not available on practice patterns for some occupations, the demographics of workers in those occupations, and that is is not a central location for all occupational workforce data.

Council members offered recommendations, resources and concerns regarding health workforce data issues. Steve Barrow mentioned that the California Rural Health Association has data on Health IT workers. It was mentioned that licensing boards do not have uniform data across occupations. It was also mentioned that legislation could be authored that would require consistency in licensing data.

Gail Blanchard –Sieger of the California Hospital Association gave a presentation on the allied health workforce needs of their member hospitals. It is expected that allied health workforce shortages will be exacerbated when the economy improves and that workers in these fields are at or close to retirement age. The analysis did not take into

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL
DECEMBER 10, 2010 MEETING SUMMARY**

account the impact of healthcare reform. The findings showed that various allied health occupations have differences in the amount of shortages and the solutions that would mitigate those shortages. The California Hospital Association plans to release and distribute its findings and recommendations in January 2011.

Steve Saxton, Chief, California Employment Development Department (EDD), Labor Market Information Division gave a presentation on the methodologies used to prepare their employment projections for health occupations in California from 2008 through 2018. EDD surveys employers that have 250 employees and over. They use this information to publish data on employment by industry and by occupations.

After these presentations, Council members if additional information on health care reform could be provided to EDD. Council members also asked follow-up questions on EDD's forecasting methodologies.

VII. Next Steps

Barbara Halsey recommended the formation of an ad hoc group that could advise the State Board and OSHPD on regional focus groups. The ad hoc group would meet during the week of December 20 – 24, 2010 to help refine the purpose of the regional focus groups, meeting content. The intent is to hold focus group meetings from mid-January through the end of February 2011 and to have one or two completed before the next Council meeting on January 20, 2011. The following Council members volunteered to be a part of the ad hoc group: Steve Barrow, Jose Millan, Jeff Oxendine, Caryn Rizell, and Gail Blanchard-Saiger.

Council members sought clarification on the areas of focus for the Council and whether the focus should only be on primary care, or if nursing and allied health should also be an area of focus. Peter Barth, Assistant Secretary of Health and Human Services, mentioned that regional convenings could inform which areas the Council will focus on. Barbara Halsey added that the point of regional focus groups is to drive down what the regional needs are and if providers within those regions are thinking about new models.

VIII. Public Comment

Corrine Eldridge, Legislative Advocate at the Service Employee International Union-United Long Term Care Workers urged that the Council pay attention to the needs of the long-term care industry so that California could provide long-term care to fill workforce shortages over the next decade and beyond. They expect that the population of older adults will increase from 4.1 million in 2010 to 8.8 million in 2030 and the majority of long term care workers require competency training. Ms. Eldridge is also concerned about the lack of availability of data.

**CALIFORNIA WORKFORCE INVESTMENT BOARD
HEALTH WORKFORCE DEVELOPMENT COUNCIL
DECEMBER 10, 2010 MEETING SUMMARY**

John Troidl of the California Health Workforce Alliance (Alliance) presented a memo from that organization's steering committee that outlines opportunities for collaboration and suggests roles for the Health Workforce Development Council and for the Alliance.

Christine Schultz of the California Optometric Association asked the Council to consider the role of optometrists and the reimbursement mechanisms under vision plans. Ms. Schultz mentioned that optometrists could treat glaucoma but they can't be reimbursed for it.

Perfecto Muñoz of the UC Berkeley School of Public Health recommended that regional focus groups should use medical societies and charter schools as resources. The Council should consider US Department of Labor farmworker training programs which are interested in doing training in the allied health area.

Saba Brelvi mentioned the need to identify related work that members of the Council including the California Hospital Association are doing to avoid duplication and to better focus the activities of the Council. Caryn Rizzell mentioned the need to determine the work that could be done by the Council and the work that could be left to other entities.

Bob Redlo recommended that the State Board and OSHPD staff ask for Agenda items before meetings. Peter Barth mentioned that this is the purpose of putting the workplan on the agenda.

Audrey Taylor adjourned the meeting at approximately 3:30 PM.